

SGCN and Habitat Stressors

Level 1 Threat Human Intrusions and Disturbance

Level 2 Threat: Recreational Activities

Description: People spending time in nature or traveling in vehicles outside of established transport corridors, usually for recreational reasons

Species Associated With This Stressor: **Total SGCN: 1: 22 2: 28 3:**

Class	<i>Actinopterygii</i> (Ray-finned Fishes)	SGCN Category
Species: <i>Alosa pseudoharengus</i> (Alewife)		2
Severity: Moderate Severity	Actionability: Highly actionable	
Notes: Extraction and mortality rates differ widely among Maine runs. Implementing voluntary conservation measures, such as continuous escapement or not fishing the run during the first week, can help ensure sustainable harvests		
Species: <i>Alosa sapidissima</i> (American Shad)		1
Severity: Moderate Severity	Actionability: Highly actionable	
Notes: Extraction and mortality rates differ widely among Maine runs. Implementing voluntary conservation measures, such as continuous escapement or not fishing the run during the first week, can help ensure sustainable harvests		
Species: <i>Thunnus thynnus</i> (Atlantic Bluefin Tuna)		2
Severity: Moderate Severity	Actionability: Moderately actionable	
Notes: Recreational fishing accounts for a portion of fishing mortality and can be reduced with regulations, however the impact on species recovery may not be significant or the effects are not seen for at least 3 generations.		
Species: <i>Gadus morhua</i> (Atlantic Cod)		1
Severity: Moderate Severity	Actionability: Moderately actionable	
Notes: Historic heavy fishing pressure has drastically reduced Atlantic cod stocks in the Gulf of Maine and Maine waters. Past fishing on spawning aggregations likely extirpated local populations. While there are current regulatory measures in place that do not allow recreational cod take, the stocks may be too far reduced to recover.		
Species: <i>Acipenser oxyrinchus</i> (Atlantic Sturgeon)		1
Severity: Moderate Severity	Actionability: Moderately actionable	
Notes: While directed fishing is banned, some bycatch occurs resulting in limited mortality. Also, where there are high numbers of recreational boats there are more frequent occurrences of boat strikes or sturgeon jumping and hitting boats.		
Species: <i>Anarhichas lupus</i> (Atlantic Wolffish)		2
Severity: Moderate Severity	Actionability: Moderately actionable	
Notes: Recreational fishing for, landing, or take of Atlantic wolffish is not permitted in Maine waters, but some bycatch likely occurs. Wolffish are caught in during recreational fishing trips targeting groundfish and can be released live if handled properly.		
Species: <i>Alosa aestivalis</i> (Blueback Herring)		1
Severity: Moderate Severity	Actionability: Highly actionable	
Notes: Extraction and mortality rates differ widely among Maine runs. Implementing voluntary conservation measures, such as continuous escapement or not fishing the run during the first week, can help ensure sustainable harvests		

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Class	<i>Actinopterygii</i> (Ray-finned Fishes)	SGCN Category
Species: <i>Brosme brosme</i> (Cusk)		2
Severity:	Moderate Severity	Actionability: Moderately actionable
Notes:	Historic heavy fishing pressure has drastically reduced cusk stocks in the Gulf of Maine and Maine waters. There are currently no regulatory measures in place to limit recreational cusk take (size or number). This is largely because they are caught with hook and line during trips targeting groundfish, and cusk do not survive the change in pressure during landing, therefore catch-and-release is not a viable option.	
Species: <i>Melanogrammus aeglefinus</i> (Haddock)		1
Severity:	Moderate Severity	Actionability: Moderately actionable
Notes:	Historic heavy fishing pressure has drastically reduced haddock stocks in the Gulf of Maine and Maine waters. While there are current regulatory measures in place that limit haddock fishing, recent stock assessments for the Gulf of Maine found that the stocks may be recovering and that overfishing is not occurring	
Species: <i>Osmerus mordax</i> (Rainbow Smelt)		1
Severity:	Moderate Severity	Actionability: Highly actionable
Notes:	Extraction and mortality rates differ widely among Maine runs. Implementing voluntary conservation measures, such as continuous escapement or not fishing the run during the first week, can help ensure sustainable harvests	
Species: <i>Acipenser brevirostrum</i> (Shortnose Sturgeon)		1
Severity:	Moderate Severity	Actionability: Moderately actionable
Notes:	No directed fishing is allowed, but occasional bycatch occurs in recreational fishing. Educational information can help anglers reduce stress during catch and release and limit mortality. Boat strikes are also more frequent in recreational fishing areas.	
Species: <i>Morone saxatilis</i> (Striped Bass)		2
Severity:	Moderate Severity	Actionability: Moderately actionable
Notes:	Extraction rates may be low in some cases but mortality rates are high in some populations. Regulations can be implemented to close fisheries and effect is measurable within 2-3 generations of the population, but may be difficult to implement.	
Species: <i>Pseudopleuronectes americanus</i> (Winter Flounder)		2
Severity:	Moderate Severity	Actionability: Moderately actionable
Notes:	Historic heavy fishing pressure has drastically reduced winter flounder stocks in the Gulf of Maine and Maine waters, combined with altered spawning habitat, the stocks have drastically decline. While there are current regulatory measures in place that limit the take and size of winter flounder, the stocks may be too far reduced to recover.	
Class	<i>Aves</i> (Birds)	SGCN Category
Species: <i>Chlidonias niger</i> (Black Tern)		2
Severity:	Moderate Severity	Actionability: Highly actionable
Notes:	Fishing, kayaking/canoeing can cause enough disturbance to cause nest or colony failure or abandonment of habitat.	
Species: <i>Nycticorax nycticorax</i> (Black-crowned Night-heron)		2
Severity:	Moderate Severity	Actionability: Highly actionable
Notes:	Outdoor recreation can cause disturbance to nesting birds; would need to restrict activities within and adjacent to colonies during nesting.	

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Class	Aves (Birds)		SGCN Category
Species: <i>Gallinula galeata</i> (Common Gallinule)			2
	Severity: Moderate Severity	Actionability: Highly actionable	
	Notes: Fishing, kayaking/canoeing can cause enough disturbance to cause nest failure or abandonment of habitat.		
Species: <i>Aquila chrysaetos</i> (Golden Eagle)			2
	Severity: Moderate Severity	Actionability: Moderately actionable	
	Notes: Limit human disturbance from recreation within the vicinity (1/4 mile) of historic nest sites.		
Species: <i>Ammodramus savannarum</i> (Grasshopper Sparrow)			1
	Severity: Moderate Severity	Actionability: Highly actionable	
	Notes: Human use and abuse at Kittery Point		
Species: <i>Ardea herodias</i> (Great Blue Heron)			2
	Severity: Moderate Severity	Actionability: Moderately actionable	
	Notes: Outdoor recreation can cause disturbance to nesting birds; would need to restrict activities within and adjacent to colonies during nesting.		
Species: <i>Aythya marila</i> (Greater Scaup)			2
	Severity: Moderate Severity	Actionability: Highly actionable	
Species: <i>Ixobrychus exilis</i> (Least Bittern)			1
	Severity: Moderate Severity	Actionability: Highly actionable	
	Notes: Fishing, kayaking/canoeing can cause enough disturbance to cause nest failure or abandonment of habitat.		
Species: <i>Sternula antillarum</i> (Least Tern)			1
	Severity: Severe	Actionability: Moderately actionable	
	Notes: Disturbance from recreational activities can be mitigated through outreach, municipal beach management agreements, protection of nesting areas, and municipal ordinances such as leash laws.		
Species: <i>Falco peregrinus</i> (Peregrine Falcon)			1
	Severity: Moderate Severity	Actionability: Highly actionable	
	Notes: Important to minimize disturbance during nesting season through restricting access to some cliffs.		
Species: <i>Charadrius melodus</i> (Piping Plover)			1
	Severity: Severe	Actionability: Moderately actionable	
	Notes: Can mitigate impacts through outreach, municipal beach management agreements, and municipal ordinances.		
Species: <i>Calidris canutus rufa</i> (Red Knot)			1
	Severity: Severe	Actionability: Moderately actionable	
	Notes: Reversible through protection of staging habitats with symbolic fencing, outreach, municipal beach management agreements, and municipal ordinance such as leash laws.		
Species: <i>Arenaria interpres</i> (Ruddy Turnstone)			2
	Severity: Moderate Severity	Actionability: Highly actionable	
	Notes: Impacts can be minimized through outreach, municipal beach management agreements, municipal ordinance, and environmental review recommendations.		
Species: <i>Calidris alba</i> (Sanderling)			2
	Severity: Moderate Severity	Actionability: Highly actionable	
	Notes: Human related disturbance can be minimized through outreach programs, municipal beach management agreements, municipal ordinance such as leash laws and environmental permit review.		

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Class	Aves (Birds)	SGCN Category
Species:	<i>Calidris pusilla</i> (Semipalmated Sandpiper)	2
Severity:	Moderate Severity	Actionability: Highly actionable
Notes:	Human related disturbance can be minimized through outreach programs and environmental permit review.	
Class	Chondrichthyes (Sharks, Rays, And Skates)	SGCN Category
Species:	<i>Lamna nasus</i> (Porbeagle)	2
Severity:	Moderate Severity	Actionability: Moderately actionable
Notes:	The recreational fishing industry significantly contributes to the Maine economy, however the impacts of recreational fishing on shark populations is not well studied and is typically difficult to detect. In particular, porbeagles, due to their aggressiveness when captured, are very popular gamefish. In addition, they are also sought after because of their high quality meat. Currently the number of recreationally captured probeagles are tightly regulated in US waters. However, research must be done to accurate assess the impact this fishery may have on the probeagle.	
Species:	<i>Isurus oxyrinchus</i> (Shortfin Mako)	2
Severity:	Moderate Severity	Actionability: Moderately actionable
Notes:	The recreational fishing industry significantly contributes to the Maine economy, however the impacts of recreational fishing on shark populations is not well studied and is typically difficult to detect. In particular, shortfin makos, due to their aggressiveness when captured, are very popular gamefish. In addition, they are also sought after because of their high quality meat. Currently the number of recreationally captured shortfin mako are tightly regulated in US waters. However, research must be done to accurately assess the impact this fishery may have on makos	
Class	Insecta (Insects)	SGCN Category
Species:	<i>Cicindela marginipennis</i> (Cobblestone Tiger Beetle)	1
Severity:	Moderate Severity	Actionability: Moderately actionable
Notes:	Camping and other activities on cobble bar islands in limited area where this beetle occurs could threaten it	
Species:	<i>Oeneis polixenes katahdin</i> (Katahdin Arctic)	1
Severity:	Moderate Severity	Actionability: Highly actionable
Notes:	Off trail hiking damage to host plant and habitat	
Species:	<i>Cicindela marginata</i> (Salt Marsh Tiger Beetle)	2
Severity:	Moderate Severity	Actionability: Moderately actionable
Notes:	Habitat often occurs adjacent to high-use beach areas so there is potential for negative impacts by beachgoers	
Species:	<i>Cicindela ancocisconensis</i> (White Mountain Tiger Beetle)	2
Severity:	Moderate Severity	Actionability: Moderately actionable
Notes:	Camping and other activities on sand bars, cobble bars, and sand banks where this beetle occurs could threaten it	
Class	Mammalia (Mammals)	SGCN Category
Species:	<i>Eptesicus fuscus</i> (Big Brown Bat)	2
Severity:	Moderate Severity	Actionability: Moderately actionable
Notes:	Caving activities w/o following disinfection procedures may spread WNS; also found on talus slopes but encounters with hikers would be rare.	

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Class	<i>Mammalia</i> (Mammals)	SGCN Category
Species: <i>Balaenoptera musculus</i> (Blue Whale)		2
Severity: Moderate Severity	Actionability: Actionable with difficulty	
Notes: Recreational boaters, fishermen, and whale watch vessels can negatively impact individuals but it is hard to track. Education efforts are done by NMFS with varying degrees of success.		
Species: <i>Myotis leibii</i> (Eastern Small-footed Myotis)		1
Severity: Moderate Severity	Actionability: Highly actionable	
Notes: Caving activities w/o following disinfection procedures may spread WNS; also found on talus slopes but encounters with hikers would be rare.		
Species: <i>Balaenoptera physalus</i> (Finback Whale)		2
Severity: Moderate Severity	Actionability: Actionable with difficulty	
Notes: Recreational boaters, fishermen, and whale watch vessels can negatively impact individuals but it is hard to track. Education efforts are done by NMFS with varying degrees of success.		
Species: <i>Megaptera novaeangliae</i> (Humpback Whale)		1
Severity: Moderate Severity	Actionability: Actionable with difficulty	
Notes: Recreational boaters, fishermen, and whale watch vessels can negatively impact individuals but it is hard to track. Education efforts are done by NMFS with varying degrees of success.		
Species: <i>Myotis lucifugus</i> (Little Brown Bat)		1
Severity: Moderate Severity	Actionability: Highly actionable	
Notes: Caving w/o following disinfection procedures can spread WNS or introduce other variants of the fungus.		
Species: <i>Eubalaena glacialis</i> (North Atlantic Right Whale)		1
Severity: Moderate Severity	Actionability: Actionable with difficulty	
Notes: Recreational boaters, fishermen, and whale watch vessels can negatively impact individuals but it is hard to track. Education efforts are done by NMFS with varying degrees of success.		
Species: <i>Myotis septentrionalis</i> (Northern Long-eared Myotis)		1
Severity: Moderate Severity	Actionability: Highly actionable	
Notes: Cavers can spread WNS if they do not follow disinfection protocols.		
Species: <i>Balaenoptera borealis</i> (Sei Whale)		2
Severity: Moderate Severity	Actionability: Actionable with difficulty	
Notes: Recreational boaters, fishermen, and whale watch vessels can negatively impact individuals but it is hard to track. Education efforts are done by NMFS with varying degrees of success.		
Species: <i>Physeter macrocephalus</i> (Sperm Whale)		2
Severity: Moderate Severity	Actionability: Actionable with difficulty	
Notes: Recreational boaters, fishermen, and whale watch vessels can negatively impact individuals but it is hard to track. Education efforts are done by NMFS with varying degrees of success.		
Species: <i>Perimyotis subflavus</i> (Tri-colored Bat)		2
Severity: Moderate Severity	Actionability: Moderately actionable	
Notes: Disturbances to cave-hibernating bats can result from winter visits to caves, cave exploration and photography.		

Class	<i>Reptilia</i> (Reptiles)	SGCN Category
Species: <i>Emydoidea blandingii</i> (Blanding's Turtle)		1
Severity: Moderate Severity	Actionability: Moderately actionable	
Notes: Direct mortality from off-road vehicles is a threat as well as impacts to habitat, particularly nesting habitat		

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Class	<i>Reptilia</i> (Reptiles)	SGCN Category
Species: <i>Chelonia mydas</i> (Green Seaturtle)		2
Severity: Moderate Severity	Actionability: Actionable with difficulty	
Notes: Recreational boaters, fishermen, and beach goers can negatively impact individuals but it is hard to track. Education efforts are done by NMFS with varying degrees of success. Also collisions with boats.		
Species: <i>Lepidochelys kempii</i> (Kemp's Ridley Seaturtle)		2
Severity: Moderate Severity	Actionability: Actionable with difficulty	
Notes: Recreational boaters, fishermen, and beach goers can negatively impact individuals but it is hard to track. Education efforts are done by NMFS with varying degrees of success. Also collisions with boats.		
Species: <i>Dermochelys coriacea</i> (Leatherback Seaturtle)		1
Severity: Moderate Severity	Actionability: Actionable with difficulty	
Notes: Recreational boaters, fishermen, and beach goers can negatively impact individuals but it is hard to track. Education efforts are done by NMFS with varying degrees of success. Leatherbacks are also at risk for collisions with boats.		
Species: <i>Caretta caretta</i> (Loggerhead Seaturtle)		2
Severity: Moderate Severity	Actionability: Actionable with difficulty	
Notes: Recreational boaters, fishermen, and beach goers can negatively impact individuals but it is hard to track. Education efforts are done by NMFS with varying degrees of success. Also collisions with boats are possible.		

Habitats Associated With This Stressor:

Macrogroup	Alpine
Habitat System Name: Acadian-Appalachian Alpine Tundra	
Notes: Hikers deviating from trails has been greatly reduced by partner orgs (AMC, Baxter etc.)	
Habitat System Name: Acadian-Appalachian Subalpine Woodland and Heath-Krummholz	
Notes: Hikers deviating from trails has been greatly reduced by partner orgs (AMC, Baxter etc.)	
Macrogroup	Boreal Upland Forest
Habitat System Name: Acadian Low Elevation Spruce-Fir-Hardwood Forest	
Notes: motorized vehicle use off-trail	
Habitat System Name: Acadian Sub-boreal Spruce Flat	
Notes: motorized vehicle use off-trail	
Habitat System Name: Acadian-Appalachian Montane Spr-Fir-Hwd Forest	
Notes: motorized vehicle use off-trail	
Habitat System Name: Boreal Jack Pine-Black Spruce Forest	
Notes: motorized vehicle use off-trail	
Macrogroup	Central Oak-Pine
Habitat System Name: Central Appalachian Dry Oak-Pine Forest	
Notes: Motorized, non-motorized trails and usage	
Habitat System Name: Central Appalachian Pine-Oak Rocky Woodland	
Notes: Motorized, non-motorized trails and usage	
Habitat System Name: North Atlantic Coastal Plain Hardwood Forest	
Notes: Motorized, non-motorized trails and usage	

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Macrogroup Central Oak-Pine

Habitat System Name: North Atlantic Coastal Plain Maritime Forest

Notes: Motorized, non-motorized trails and usage

Habitat System Name: Northeastern Interior Pine Barrens

Notes: Motorized, non-motorized trails and usage

Macrogroup Cliff and Talus

Habitat System Name: Laurentian-Acadian Acidic Cliff and Talus

Notes: rock climbers in limited locations; potential disturbance to cliff nesting birds and lichens and mosses

Habitat System Name: Laurentian-Acadian Calcareous Cliff and Talus

Notes: rock climbers in limited locations; potential disturbance to cliff nesting birds and lichens and mosses

Habitat System Name: North-Central Appalachian Acidic Cliff and Talus

Notes: rock climbers in limited locations; potential disturbance to cliff nesting birds and lichens and mosses

Habitat System Name: North-Central Appalachian Circumneutral Cliff and Talus

Notes: rock climbers in limited locations; potential disturbance to cliff nesting birds and lichens and mosses

Macrogroup Coastal Grassland & Shrubland

Habitat System Name: Northern Atlantic Coastal Plain Dune and Maritime Grassland

Notes: walking on dunes can lead to trash, trampling of vegetation, disturbance to nesting birds, etc

Habitat System Name: Northern Atlantic Coastal Plain Sandy Beach

Notes: walking on dunes can lead to trash, trampling of vegetation, disturbance to nesting birds, etc

Macrogroup Glade, Barren and Savanna

Habitat System Name: Central Appalachian Alkaline Glade and Woodland

Notes: recreational use off-trail

Macrogroup Intertidal Gravel Shore

Habitat System Name: High Intertidal

Notes: Use of gravel shores introduces foot traffic, pets, development and trash to intertidal areas that can reduce habitat area and impinge on biological habitats

Habitat System Name: Lower Intertidal

Notes: Use of gravel shores introduces foot traffic, pets, development and trash to intertidal areas that can reduce habitat area and impinge on biological habitats

Habitat System Name: Mid-Intertidal

Notes: Use of gravel shores introduces foot traffic, pets, development and trash to intertidal areas that can reduce habitat area and impinge on biological habitats

Macrogroup Intertidal Mudflat

Habitat System Name: Freshwater Tidal Marsh

Notes: Slight disturbance from recreational boating, clam harvesting, etc.

Habitat System Name: Non-Vascular Mudflat

Notes: Slight disturbance from recreational boating, clam harvesting, etc.

Habitat System Name: Submerged Aquatic Vegetation

Notes: Slight disturbance from recreational boating, clam harvesting, etc.

Macrogroup Intertidal Sandy Shore

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Macrogroup Intertidal Sandy Shore

Habitat System Name: Sand Beach

Notes: Recreational areas (walking areas, frequently used beaches) along sandy shores introduces foot traffic, pets, development and trash to intertidal areas that can reduce habitat area and impinge on biological habitats

Habitat System Name: Sand Flat

Notes: Recreational areas (walking areas, frequently used beaches) along sandy shores introduces foot traffic, pets, development and trash to intertidal areas that can reduce habitat area and impinge on biological habitats

Habitat System Name: Submerged Aquatic Vegetation

Notes: Recreational areas (walking areas, frequently used beaches) along sandy shores introduces foot traffic, pets, development and trash to intertidal areas that can reduce habitat area and impinge on biological habitats

Macrogroup Intertidal Water Column

Habitat System Name: Confined Channel

Notes: boating can result in fish and marine mammal mortality

Habitat System Name: Embayment

Notes: boating can result in fish and marine mammal mortality

Habitat System Name: Exposed Shore

Notes: boating can result in fish and marine mammal mortality

Macrogroup Northern Hardwood & Conifer

Habitat System Name: Appalachian (Hemlock)-Northern Hardwood Forest

Notes: Off trail use

Habitat System Name: Laurentian-Acadian Northern Hardwoods Forest

Notes: Off trail use

Habitat System Name: Laurentian-Acadian Pine-Hemlock-Hardwood Forest

Notes: Off trail use

Habitat System Name: Laurentian-Acadian Red Oak-Northern Hardwood Forest

Notes: Off trail use

Habitat System Name: Northeastern Coastal and Interior Pine-Oak Forest

Notes: Off trail use

Macrogroup Outcrop & Summit Scrub

Habitat System Name: Laurentian-Acadian Calcareous Rocky Outcrop

Notes: off trail use and trampling

Habitat System Name: Northern Appalachian-Acadian Rocky Heath Outcrop

Notes: off trail use and trampling

Macrogroup Subtidal Bedrock Bottom

Habitat System Name: Bedrock

Notes: Fishing for demersal fish species, scallops, etc; overfishing is also an issue in some cases

Habitat System Name: Erect Epifauna

Notes: Fishing for demersal fish species, scallops, etc; overfishing is also an issue in some cases

Habitat System Name: Kelp Bed

Notes: Fishing for demersal fish species, scallops, etc; overfishing is also an issue in some cases

Macrogroup Subtidal Coarse Gravel Bottom

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Macrogroup Subtidal Coarse Gravel Bottom

Habitat System Name: Coarse Gravel

Notes: Fishing for demersal fish species, scallops, etc; overfishing is also an issue in some cases

Habitat System Name: Erect Epifauna

Notes: Fishing for demersal fish species, scallops, etc; overfishing is also an issue in some cases

Habitat System Name: Kelp Bed

Notes: Fishing for demersal fish species, scallops, etc; overfishing is also an issue in some cases

Macrogroup Subtidal Mollusc Reefs

Habitat System Name: Gastropod Reef

Notes: Fishing for demersal fish species, scallops, etc; overfishing is also an issue in some cases

Habitat System Name: Mussel Reef

Notes: Fishing for demersal fish species, scallops, etc; overfishing is also an issue in some cases

Habitat System Name: Oyster Reef

Notes: Fishing for demersal fish species, scallops, etc; overfishing is also an issue in some cases

Macrogroup Subtidal Mud Bottom

Habitat System Name: Submerged Aquatic Vegetation

Notes: Fishing for demersal fish species, scallops, etc; overfishing is also an issue in some cases

Habitat System Name: Unvegetated

Notes: Fishing for demersal fish species, scallops, etc; overfishing is also an issue in some cases

Macrogroup Subtidal Pelagic (Water Column)

Habitat System Name: Confined Channel

Notes: Fishing for pelagic species often produces a large amount of bycatch. Large pelagic predators inhabit this ecosystem. Their removal in high numbers can lead to large scale trophic changes.

Habitat System Name: Nearshore

Notes: Fishing for pelagic species often produces a large amount of bycatch. Large pelagic predators inhabit this ecosystem. Their removal in high numbers can lead to large scale trophic changes.

Habitat System Name: Offshore

Notes: Fishing for pelagic species often produces a large amount of bycatch. Large pelagic predators inhabit this ecosystem. Their removal in high numbers can lead to large scale trophic changes.

Habitat System Name: Upwelling Zones

Notes: Fishing for pelagic species often produces a large amount of bycatch. Large pelagic predators inhabit this ecosystem. Their removal in high numbers can lead to large scale trophic changes.

Macrogroup Subtidal Sand Bottom

Habitat System Name: Submerged Aquatic Vegetation

Notes: Fishing for demersal fish species, scallops, etc; overfishing is also an issue in some cases

Habitat System Name: Unvegetated

Notes: Fishing for demersal fish species, scallops, etc; overfishing is also an issue in some cases

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The Wildlife Action Plan was developed through a lengthy participatory process with state agencies, targeted conservation partners, and the general public. The Plan is non-regulatory. The species, stressors, and voluntary conservation actions identified in the Plan complement, but do not replace, existing work programs and priorities by state agencies and partners.